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of our norms? Yes, it is. The question is if there's a good reason for it. I come down on the side that there is a good reason for it. Could this be done by the negotiation process? Yes, it could. But there's no way to guarantee the outcome of the negotiation process at the beginning. So, rifle shot to meet a deadly serious problem, moves me, as a traditional supporter of state employee rights, to introduce a bill that creates about 25 employees at will inside the Banking and the Insurance Department, funded by the industry. And the net effect will be to give them pay raises, and that will allow us to recruit where we're now having a tough time filling these positions, and to move people up to senior examiners. We've had people who will not accept a senior examiner position...

SENATOR CUDABACK: One minute.

SENATOR LANDIS: ...because the new work and the education required isn't commensurate with the salary increase that they get. So we've had people turn down becoming a senior examiner, because the salary isn't good enough. When we...when our bank examiners go out, they oftentimes sit next to an FDIC examiner. Same training, same school. State employee, someplace maybe in the mid-thirties; FDIC, probably someplace in the mid-sixties. What happens at the end of that process? Well, guess where the FDIC gets their new examiners. By working alongside state examiners and hiring the best ones, because they've got a \$20,000 increase. In other words, we need to meet the marketplace, and that's what LB 85 will allow us to do. Thank you.

SENATOR CUDABACK: Thank you, Senator Landis. You've heard the opening on LB 85. There are committee amendments, offered by the Banking, Commerce, and Insurance Committee. Senator Quandahl, as Chairman of that committee, you're recognized to open on the committee amendments. (AM0089, Legislative Journal page 324.)

SENATOR QUANDAH: Thank you, Senator Cudaback, members of the body. The committee amendment simply just adds the emergency clause to this. The committee agreed with Senator Landis and the members of the departments that this is an urgent matter,